

DICKSTEIN SHAPIRO MORIN & OSHINSKY LLP

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March 7, 2001

Mr. Jeff Schmidt
3003 Van Ness Street, N.W.
#W406
Washington, DC 20008

Dear Mr. Schmidt:

We are pleased that you have retained Dickstein Shapiro Morin & Oshinsky LLP to provide legal services to you in connection with your unfair labor practice charge before the National Labor Relations Board. This letter will confirm our agreement as to the scope and nature of the legal services to be provided, as well as the basis on which our Firm's fees and related expenses will be charged.

Scope and Nature of Representation. The Firm undertakes to advise and represent you in connection with your appeal to the General Counsel of the N.L.R.B. of the Regional Director's refusal to issue a complaint in response to your unfair labor practice charge. Should the General Counsel issue a complaint, we will represent you before the N.L.R.B. It is understood that this engagement does not include matters other than those pending before the N.L.R.B. and does not obligate the firm to represent you in connection with an appeal from the N.L.R.B.'s final decision.

The Firm agrees to represent you in this matter pro bono, that is, entirely without charge for the legal services rendered. You will be responsible, however, for the payment of disbursements, as described below.

Reimbursement for Disbursements and Other Costs. It is anticipated that the Firm will make various disbursements and incur various internal costs in connection with this representation. In accordance with the Firm's usual practice, disbursements to third parties for local transportation and travel, transcripts, postage, messengers, court reporters, filing and other fees, service of process, commercial printing and any miscellaneous items will be billed to you at actual cost. In the case of third party bills for expenses incurred on your behalf in excess of \$2,500, we usually will ask you to be the client of the vendor and pay the vendor directly.

Internal support services will be charged either on a direct-cost basis (which includes a reasonable allocation of overhead directly associated with the provision of the service) or in accordance with the Firm's standard rates. Delivery services, telephone expenses and secretarial overtime are charged at or below the direct cost of the particular service. The following support services are charged on a flat-rate basis: Telecopier services are charged at \$1.50 per page, which includes all costs for long-distance transmission;

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microfiche services and photocopying are charged at 20¢ per page; and computerized legal research is charged at a 20% discount from the computer companies' standard published rate schedules.

If, in the course of the representation, it becomes necessary for the Firm to arrange for the retention of other counsel, consultants, or experts, or to incur other major expenses on your behalf, we will arrange for you to be billed directly for such charges, unless other arrangements are agreed to between us.

Billing for Expenses. At the end of the engagement, the Firm will send you a statement of our expenses. These statements are payable upon receipt. Because undue delays in payment substantially increase the Firm's overall costs of providing legal services, the Firm reserves the right to charge interest at the rate of 1% per month if a statement is not paid within 30 days.

If this letter accurately states the agreement and understanding between us, I would appreciate it if you would so indicate by signing in the space provided below and returning one executed copy of this agreement to me. We encourage you to raise at any time questions you might have about the representation or the fees or expenses incurred.

Dickstein Shapiro Morin & Oshinsky LLP

By: 
Joseph E. Kolick, Jr.

AGREED TO AND ACCEPTED:

Jeff Schmidt

By: _____

Date: _____

Dated (9 Mar. 01) and
signed photocopy
sent back 9 Mar. 01

KD/kdr